



Public Sector Equality Duty 2018

Report reference: PSED18-19

Date: 31/01/2019

www.viaem.co.uk

Tel: 0115 804 2100





Introduction

Via continues to safeguard the delivery of a sustainable highways service for Nottinghamshire, with our primary customer being Nottinghamshire County Council and all profits being returned to the public purse.

Via is based in Nottinghamshire and our teams throughout the county carry out works encompassing:

- Construction
- Civil engineering
- Highways maintenance
- Fleet management
- Electrical works, including traffic signals and street lighting
- Forestry
- Road safety
- Salting and snow clearance
- Delivery of highway improvement services
- Management of activities which affect the county's highway network

Via employs over 600 staff across seven sites in Nottinghamshire, covering over 4,100 kilometers of highway network.

All public sector employers have a statutory duty under the Equality Act (2010) to publish an annual report showing equality information for the organization. This report represents Via as at 31st December 2018.

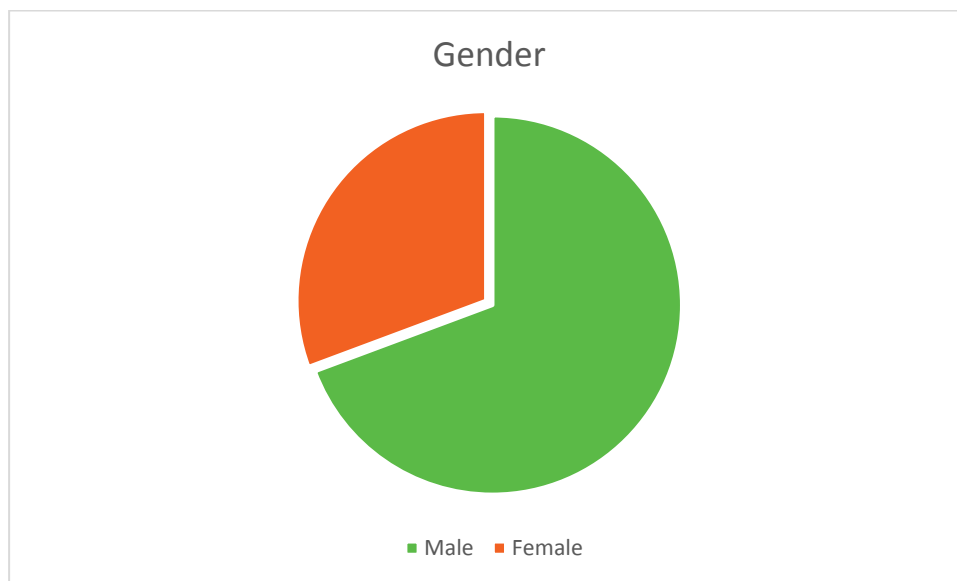


Workforce

Via directly employs a total of 616 individuals, with a total FTE of 460.67

Gender

	Number (#)	Percentage (%)
Female	189	30.7
Male	427	69.3

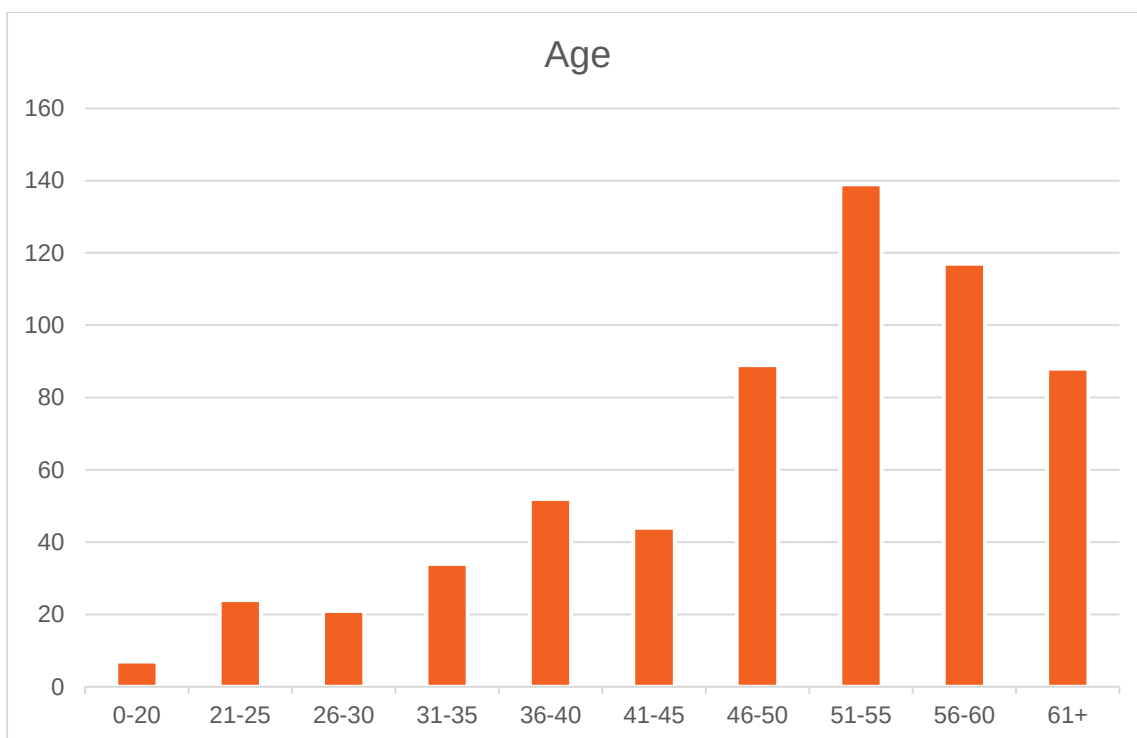




Age

Age	0-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61+
#	7	24	21	34	52	44	89	139	117	88
%	1.1	3.9	3.4	5.5	8.4	7.1	14.5	22.6	19.0	14.3

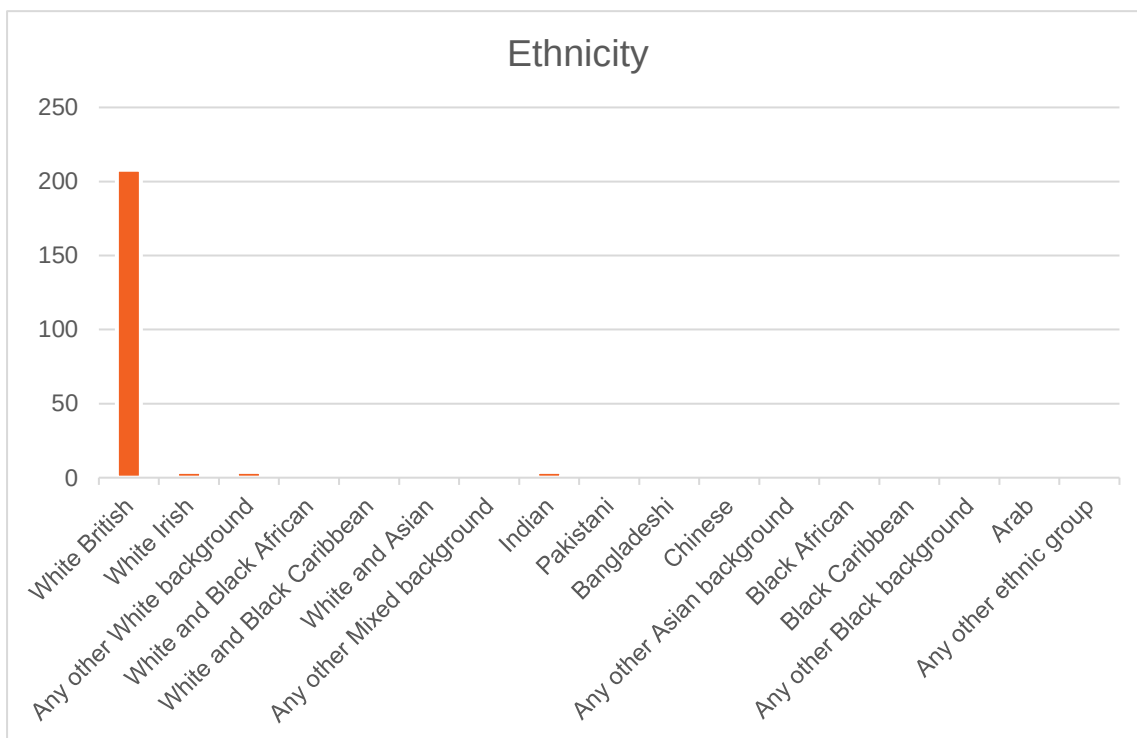
1 individual has no date of birth information recorded.



Ethnicity

Ethnicity	Number #	Percentage %
White British	208	33.8
White Irish	4	0.7
Any other White background	4	0.7
White and Black African	0	0.0
White and Black Carribean	1	0.2
White and Asian	0	0.0
Any other Mixed background	0	0.0
Indian	4	0.7
Pakistani	0	0.0
Bangladeshi	1	0.2
Chinese	0	0.0
Any other Asian background	0	0.0
Black African	2	0.3
Black Caribbean	0	0.0
Any other Black background	0	0.0
Arab	0	0.0
Any other ethnic group	0	0.0

392 individuals have no ethnicity information recorded.

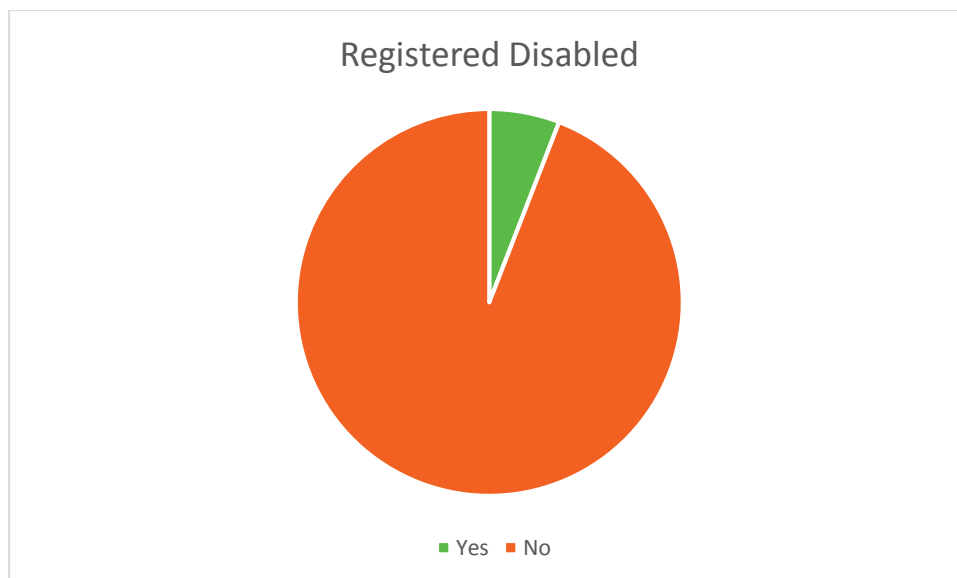




Disability

	Number (#)	Percentage (%)
Yes	7	1.1
No	112	18.2

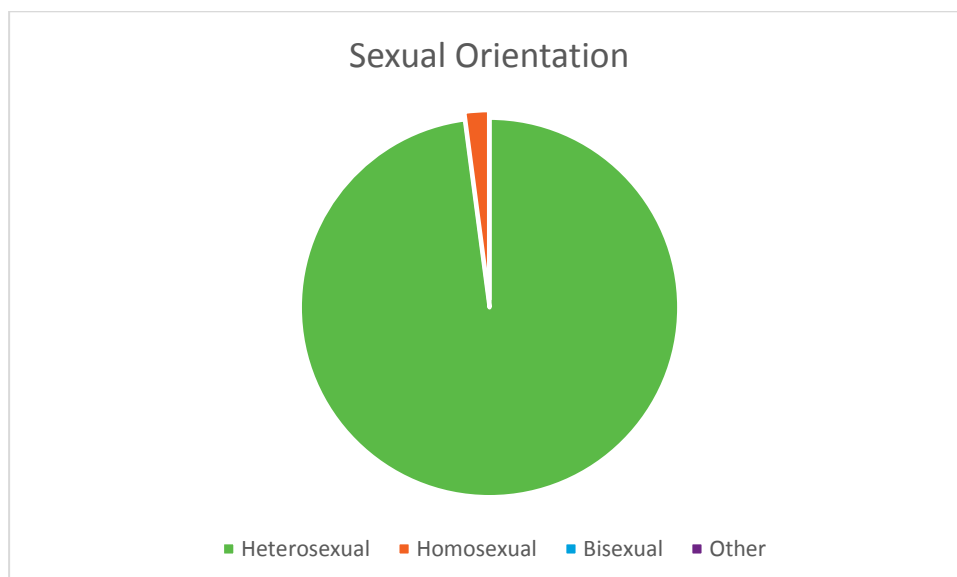
497 individuals have no disability information recorded.



Sexual Orientation

	Number (#)	Percentage (%)
Heterosexual	141	22.9
Homosexual	3	0.5
Bisexual	0	0.0
Other	0	0.0

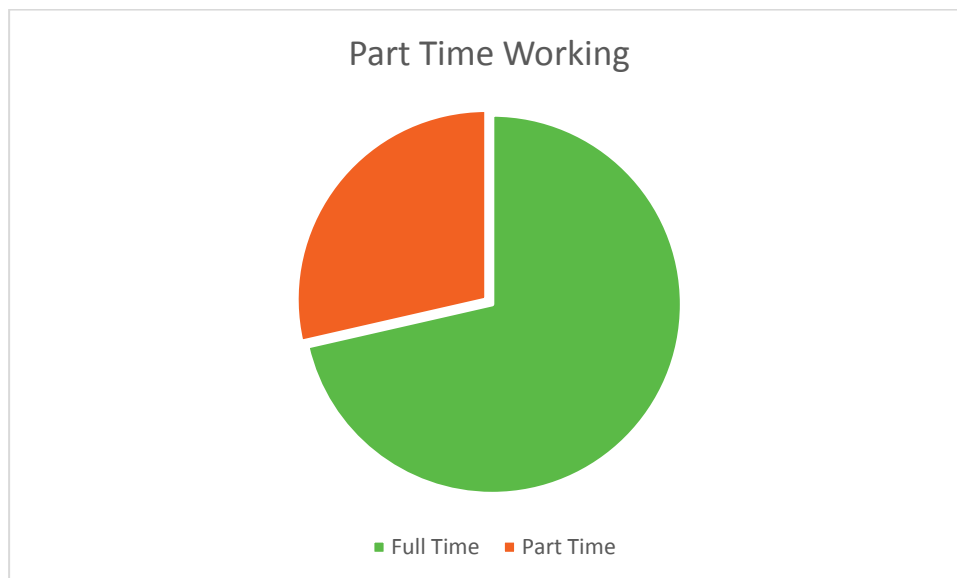
472 individuals have no sexual orientation information recorded.





Part Time Working

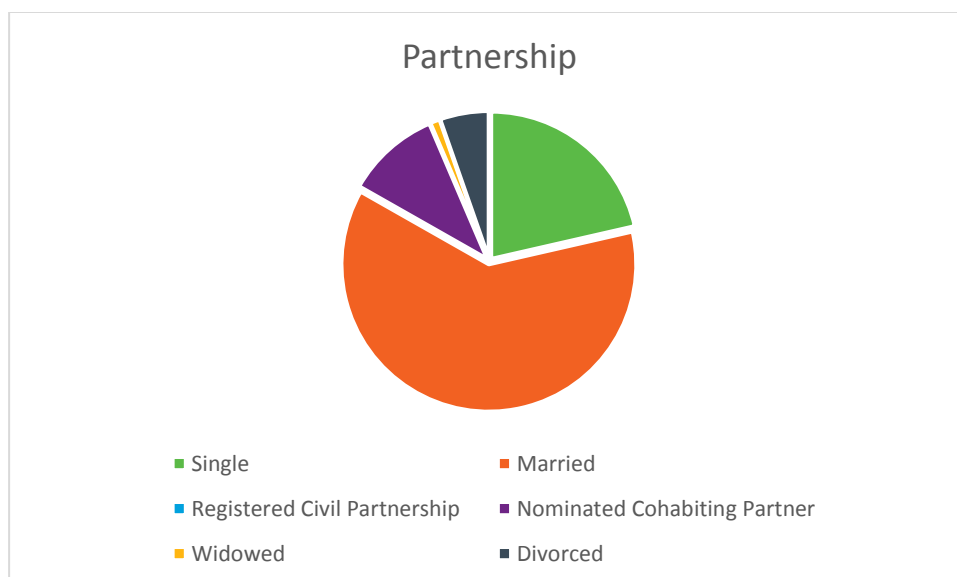
	Number (#)	Percentage (%)
Full Time	440	71.4
Part Time	176	28.6



Marital Status

	Number (#)	Percentage (%)
Single	60	9.7
Married	173	28.1
Registered Civil Partnership	0	0.0
Nominated Cohabiting Partner	29	4.7
Widowed	3	0.5
Divorced	15	2.5

336 individuals have no marital status information recorded.

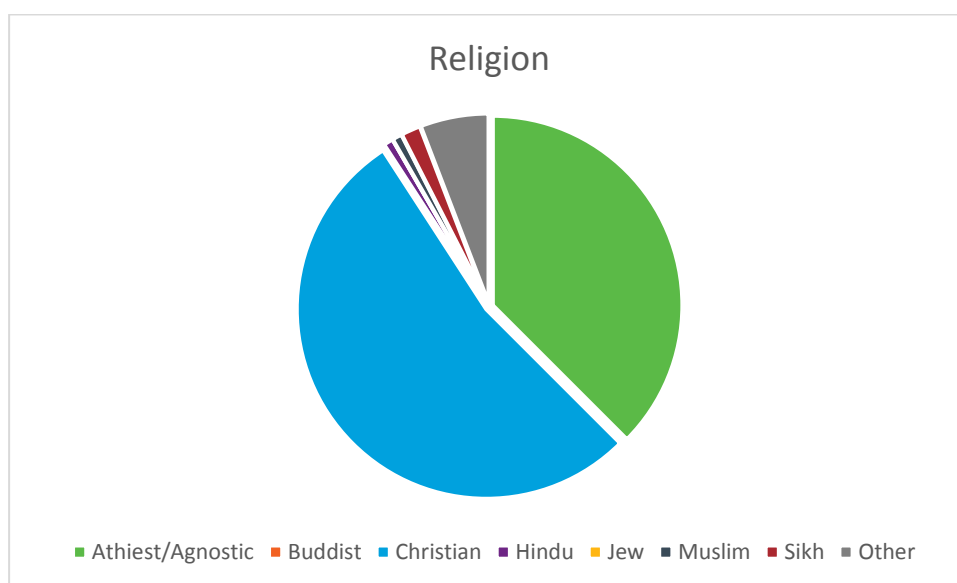




Religion or Belief

	Number (#)	Percentage (%)
Atheist/Agnostic	45	7.3
Buddist	0	0.0
Christian	64	10.4
Hindu	1	0.2
Jew	0	0.0
Muslim	1	0.2
Sikh	2	0.3
Other	7	1.1

496 employees have no religion information recorded.



Gender Reassignment

	Number (#)	Percentage (%)
Yes	0	0.0
No	106	17.2

510 employees have no gender reassignment information recorded.





Comments

I am pleased that the number of individuals reporting their sensitive data continues to rise throughout the business and this is something that we will continue to work on throughout the next 12 months.

It is difficult to draw out any trends that may be occurring within the data due to the number of staff who have not declared this information, although as numbers rise, we hope that this is something that can be reviewed in future.

A handwritten signature in grey ink, appearing to read "Doug Coutts".

Doug Coutts
Managing Director